

**City of Rockford Comprehensive Package Proposal to IAFF Local 413
2015-2017 Contract
April 15, 2015**

**ALL PROPOSALS BY BOTH PARTIES NOT IDENTIFIED IN THIS PACKAGE
PROPOSAL BELOW ARE WITHDRAWN. THIS PACKAGE PROPOSAL
CONCLUDES BARGAINING FOR A 2015-2017 CONTRACT.**

The parties agree to City Proposal 2, as modified:

Wages:

- Increase of 2% effective 1st payroll period commencing after January 1, 2015.
- Increase of 2% effective 1st payroll period commencing after January 1, 2016.
- Increase of 2% effective 1st payroll period commencing after January 1, 2017.

Wage increases will only be applied retroactively to employees in good standing on the date of ratification. However, in the event that the Illinois legislature reduces Rockford's share of the Local Government Distributive Fund or otherwise reduces other revenues currently directed to municipalities, the City may exercise an option to suspend any scheduled wage increase. Upon providing this notice, the issue of wages shall be reopened for bargaining.

The parties agree to City Proposal 3, as modified:

Company Strength:

Status quo. However, in the event that the Illinois legislature reduces Rockford's share of the Local Government Distributive Fund or otherwise reduces other revenues currently directed to municipalities, the City may exercise an option in which both parties agree that the Company Strength Provision will be immediately suspended. Upon providing this notice, the issue of company strength shall be reopened for bargaining.

The parties agree to City Proposal 22, as modified:

Health Insurance:

In order to modify the City's health plan at a pace that keeps up with the changing health care market and maximizes the City's recent efforts and infrastructure investments to help facilitate a healthier workforce with lower health care costs, the City proposes the following modifications:

- a) Status quo on contributions, but switch the metric to percentage of premium
- b) The Union will allow the City, after consulting with the wellness committee, to implement bonuses and other programs that incentivize wellness. For instance, an individual that completes a health and wellness center comprehensive health review or reaches or maintains certain goals might receive a one-month premium holiday or a modest monetary bonus.
- c) Limit Dental annual spend to \$3,000 in network, \$1,500 out of network.

- d) Implement a \$100 deductible for Dental.
- e) Implement a lifetime orthodontia limit of \$3,000.
- f) Under ACA, eliminate lifetime maximums for medical care.
- g) Under ACA, replace annual monetary maximum for chiropractic with 40 visits per year.
- h) Eliminate the \$25 co-pay provision.
- i) If a projected tax under the ACA is imminent during the next calendar year, the City has the option of reopening the issue of health insurance for bargaining in order to negotiate adjustments to plan details, contribution levels, etc. that would avoid the tax.

Jim Weerda

IAFF Local 413

Paul Denham

City of Rockford

**IAFF Local 413 Counter-Proposal to City of Rockford
2015-2017 Contract
April 15, 2015**

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City agrees to Local 413's #22 ALS pay

Increase ALS pay to 5.5% of top step firefighter pay and ALS assigned to ambulance to 7% of top step firefighter pay.

City agrees to Local 413 proposal #20 Sick Severance for Tele-communicators

Sick leave may be accumulated to a maximum of 1,000 (one thousand) hours. Upon death or retirement the Tele-communicators (Fire), as defined by IMRF, is entitled to receive payment for ~~75%~~ 100% of their accumulated sick leave, but not to exceed ~~600~~ 720 (seven hundred twenty) hours. In the event of an employee's death this payment shall go to the employee's estate.

Jim Weerda

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Paul Denham

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